SAILORS SHAPE THE FUTURE OF THEIR RATINGS
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NORFOLK, Va. – The Revolution in Navy Training is giving unprecedented numbers of Sailors the opportunity to directly impact the future of not only their ratings, but the future of the Navy as well. Through the Job Task Analysis (JTA) process, Sailors of all paygrades and communities are being brought together to look at each job, task, duty or function they are expected to perform. Their scrutiny is the first step in determining what data is loaded into their rating's 5 Vector Model (5VM).

IT2(SW) Chris Stanley, a four-year Navy veteran, recently spent two weeks in San Diego, Calif., as part of the Information Systems Technician (IT) Job Task Analysis Phase II (JTA-II) project. The U*SS Lassen* (DDG 82) Sailor was one of 64 asked to participate.

Stanley and his six-person team were charged with evaluating the IT Network Administration Navy Enlisted Classification (NEC) (2735). After identifying each of the individual skill objects and related tasks associated with network administration, the information was entered into a database to serve as the foundation of the professional development vector of the IT 5VM.

The IT rating isn't the only one going through this process of categorizing each step of each job a Sailor performs. Each of the Naval Personnel Development Command's Learning Centers is completing the JTA-II for each of their assigned ratings.

The JTA process is an integral part of the Navy's Revolution in Training. The database created through the JTA will ultimately enable Sailors to see the skills they possess and the skills required for other jobs, as well as the training required for those jobs as a part of their 5VM. Phase I, which served to classify all job tasks as skill objects, was completed for most rates last year

Fleet Sailor input is an essential part of creating a roadmap that is an accurate reflection of what Sailors do, whether they are stationed on shore or at sea. The six week working groups were comprised of shore billeted Sailors and instructors the first two weeks, and Fleet Sailors for the remaining four, as subject matter experts.

IT1(SW) Jameeka Green, NMCI Detachment San Diego, was excited to be a part of the working group. “It’s a wonderful opportunity. Having taken the first 5 Vector Model survey, I have a better understanding of how our work will be used and I’m very happy to be a part of that.”

The JTA process starts by identifying what tasks are performed at the recruit, apprentice, journeyman and master levels. This gave the working groups both a sense of direction and allowed for further refinement as they worked through the skills required of the rating.

ET3 Jeramy Ray, *USS John C. Stennis* (CVN 74) Global Command and Control System Maritime (GCCS-M) technician, liked the two-step process. “The previous week they had in the instructors, who set the frame work. We added information that we see in the Fleet that they might not see in the schoolhouse.” Ray added, “My input will directly affect ITs coming out of school. I get a feeling that I may help future GCCS-M techs be more successful in the Fleet.”

Other subject matter experts, like Ens. James De Los Santos, a prior enlisted IT now stationed onboard *USS John C. Stennis* (CVN 74), were brought into the working group to help ensure continuity across all Navy platforms. De Los Santos worked on the Advanced Network Analyst NEC (2781) group. “There are things that techs on small ships see that big decks don’t see and vice versa, whether it’s software, hardware or installation, and by joining us together we see different problems emerge.”

Together the JTA Phase I and II processes are producing great results. The information derived from the process will be used to shape the 5VMs for the various enlisted ratings and provide a model to work from when development of officer models begins. Additionally, the data collected and the resulting skill objects will end up being more responsive to future technology. In the end, the Navy and Sailors both win because of tighter matches between what is required of Sailors in the Fleet and what training is being delivered to them.

To learn more about the IT JTA process visit the Center for Information Technology Web page on Navy Knowledge Online at www.nko.navy.mil.